




November 1991  
**Average Weekly Earnings  
of Employees  
Australia**

Catalogue No. 6304.0

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EMBARGOED UNTIL 11.30 A.M. 18 AUGUST 1992

**AVERAGE WEEKLY EARNINGS OF EMPLOYEES  
AUSTRALIA  
NOVEMBER 1991**

**IAN CASTLES**  
Australian Statistician

AUSTRALIAN BUREAU OF STATISTICS

CATALOGUE NO. 6304.0



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### INQUIRIES

- *for further information about statistics in this publication and the availability of related unpublished statistics, contact Errol Preston on Canberra (06) 252 6511 or any ABS State office.*
- *for information about other ABS statistics and services please refer to the back page of this publication.*





## SUMMARY OF FINDINGS

## Average Weekly Earnings, States and Australia

This publication provides detailed estimates of Average Weekly Earnings for November 1991.

Information on Average Weekly Earnings was previously published in *Average Weekly Earnings, States and Australia* (6302.0) for November 1991.

**AVERAGE WEEKLY EARNINGS - NOVEMBER 1990 TO NOVEMBER 1991**  
(Annual Percentage Change)

	<i>Full-Time Adults</i>						<i>All Employees</i>		
	<i>Ordinary time earnings</i>			<i>Total earnings</i>			<i>Total earnings</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Australia	3.9	5.3	4.2	2.9	5.2	3.4	2.0	4.1	2.2
New South Wales	4.6	5.4	4.7	2.8	5.3	3.3	0.9	1.9	0.5
Victoria	3.2	5.9	4.1	2.6	6.0	3.7	4.2	6.9	4.9
Queensland	3.1	4.2	3.0	2.2	3.8	2.2	0.7	4.1	1.5
South Australia	4.7	7.4	5.3	4.4	7.5	5.1	3.1	5.2	3.0
Western Australia	4.2	4.7	4.3	4.1	5.0	4.3	0.9	3.8	1.9
Tasmania	2.6	6.4	3.0	2.5	6.0	2.6	0.5	5.5	-0.2
Northern Territory	6.9	2.7	4.8	6.3	2.1	4.0	5.7	-0.1	2.4
Australian Capital Territory	3.9	4.7	4.0	3.6	4.1	3.7	3.8	1.1	2.3
Private sector	3.5	5.4	3.8	2.4	5.4	2.9	1.5	4.5	1.7
Public sector	4.8	5.9	5.1	4.0	5.7	4.5	3.4	4.9	3.8

Increases in average weekly earnings in the 12 months to November 1991 were influenced by the flow through of the decision following the April 1991 National Wage Case. This decision allowed for a pay increase of up to 2.5 per cent accessible on application and only applied to awards that had been varied under the second tier of the August 1989 Wage Case. Supplementary information obtained during the survey (which should be regarded as indicative only) suggests that approximately 57 per cent of full-time adult employees had received an increase before the November 1991 survey reference date. A history of recent National Wage Case decisions is listed in

Appendix B, page 17 of this publication.

The percentage increase in average weekly total earnings at the Australia total level was greater in the public sector than the private sector, both for full-time adults and for all employees. The differences were more marked for males than for females. For both the public and private sectors, females had greater percentage increases than males.

The level of average weekly earnings was higher in the public sector than the private sector for all categories other than overtime in November 1991 (see Tables 7 to 13).



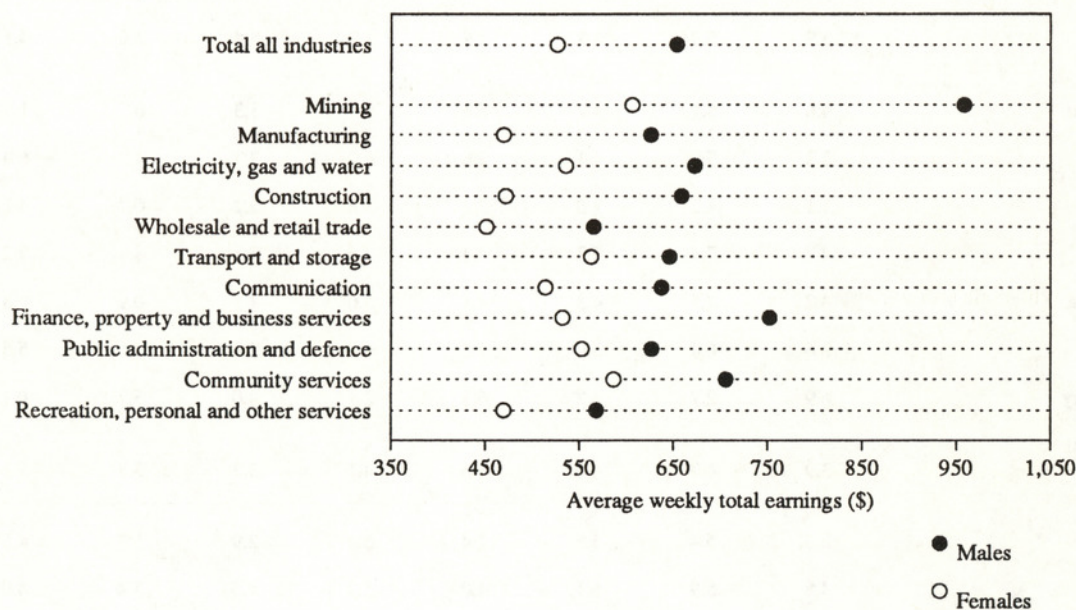
Diagram 1 shows that:

- the level of average weekly total earnings for male employees was greater than that of female employees for all industries.
- the Mining industry has the highest level of

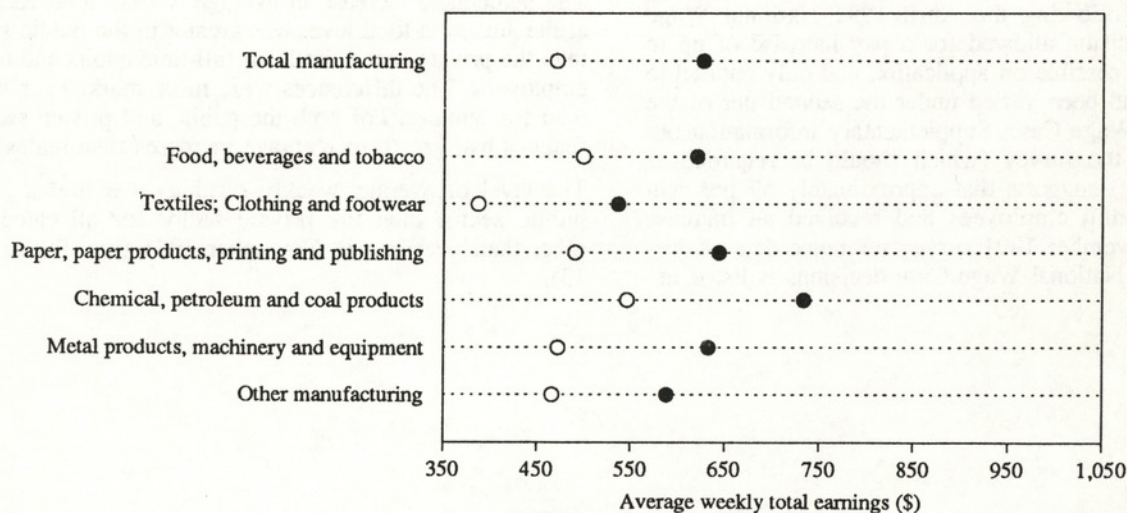
average weekly total earnings for both males and females.

- the difference in average weekly total earnings between males and females, was smallest in the Public administration and defence industry.

**DIAGRAM 1: AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT EMPLOYEES, AUSTRALIA, NOVEMBER 1991**



#### MANUFACTURING INDUSTRY



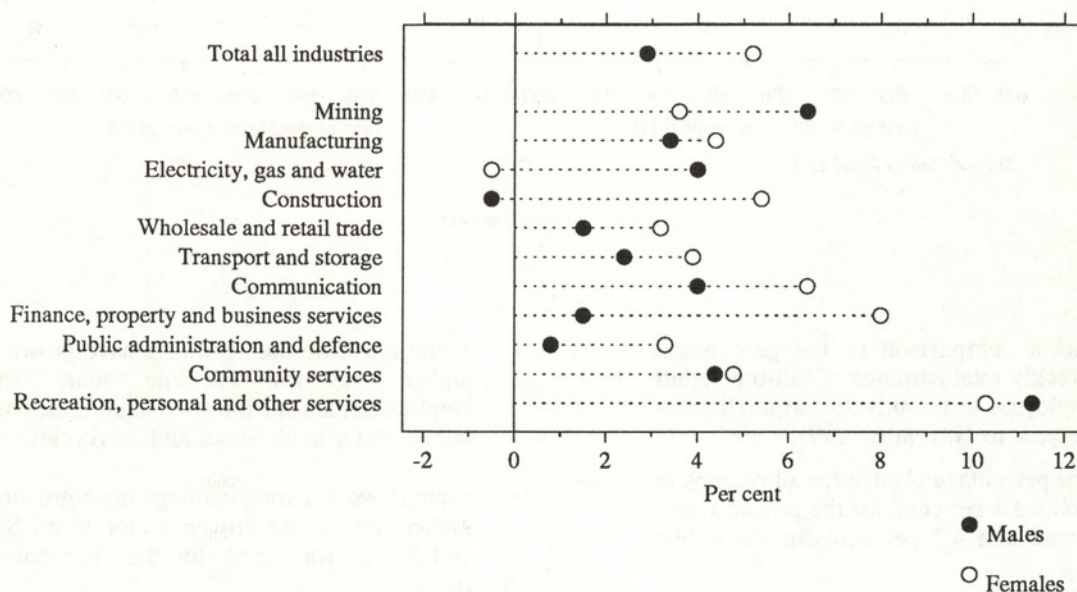
Source: Table 3



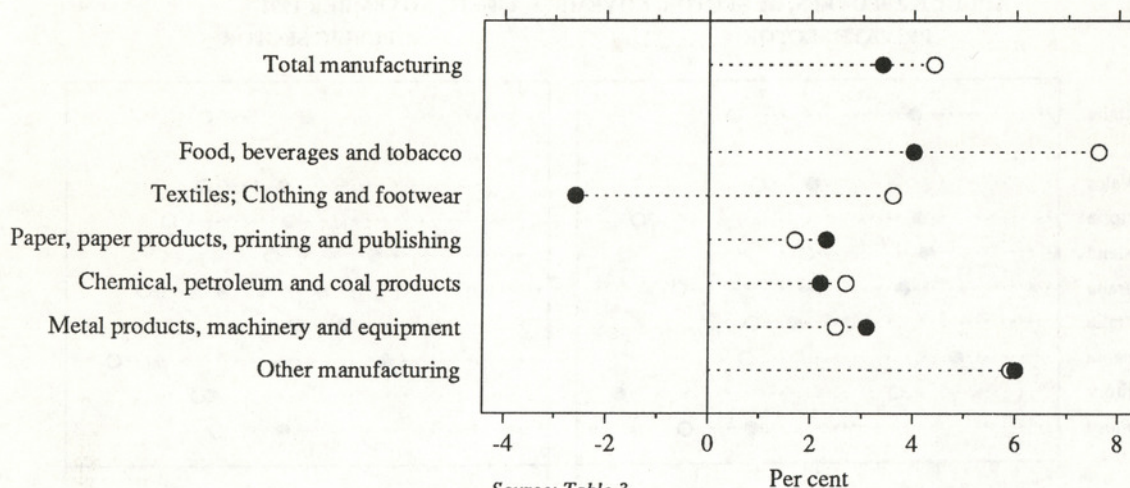
Diagram 2 shows that in the year to November 1991:

- average weekly total earnings of female full-time adult employees for 'all industries' total grew at 5.2 per cent, while the increase for male full-time adult employees was 2.9 per cent.
- the Recreation, personal and other services industry showed the strongest growth for both males (11.3%) and females (10.3%) in average weekly total earnings.
- within the Manufacturing industry, the male component of 'Textiles; Clothing and footwear' showed a decline in average weekly total earnings. (This decline was due to reduced overtime earnings.)
- the industry comparison of the percentage increases in average weekly total earnings between males and females shows that in the Construction, Communication and Finance, property and business services industries females have had significantly greater increases than males.

DIAGRAM 2: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT EMPLOYEES, AUSTRALIA, NOVEMBER 1990 TO NOVEMBER 1991



#### MANUFACTURING INDUSTRY



Source: Table 3



Diagram 3 shows the difference in the level of earnings for full-time adult female and male employees in both

sectors. The differences are less in the public sector than the private sector for all States and Territories.

DIAGRAM 3: AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT EMPLOYEES, BY SECTOR, NOVEMBER 1991

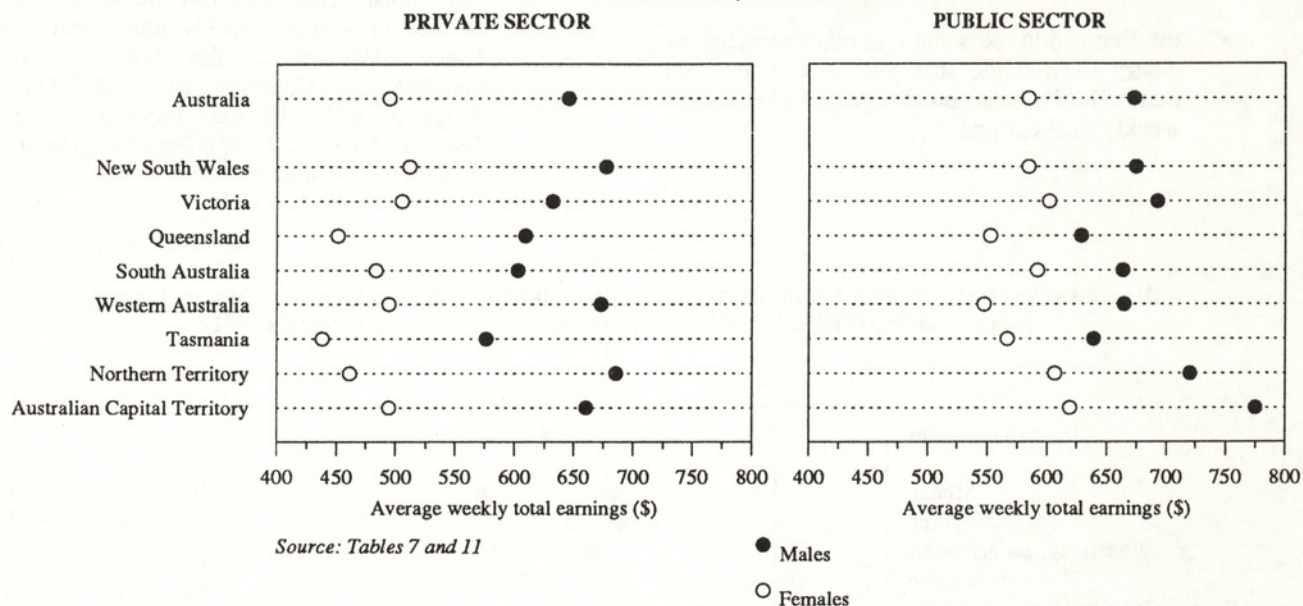
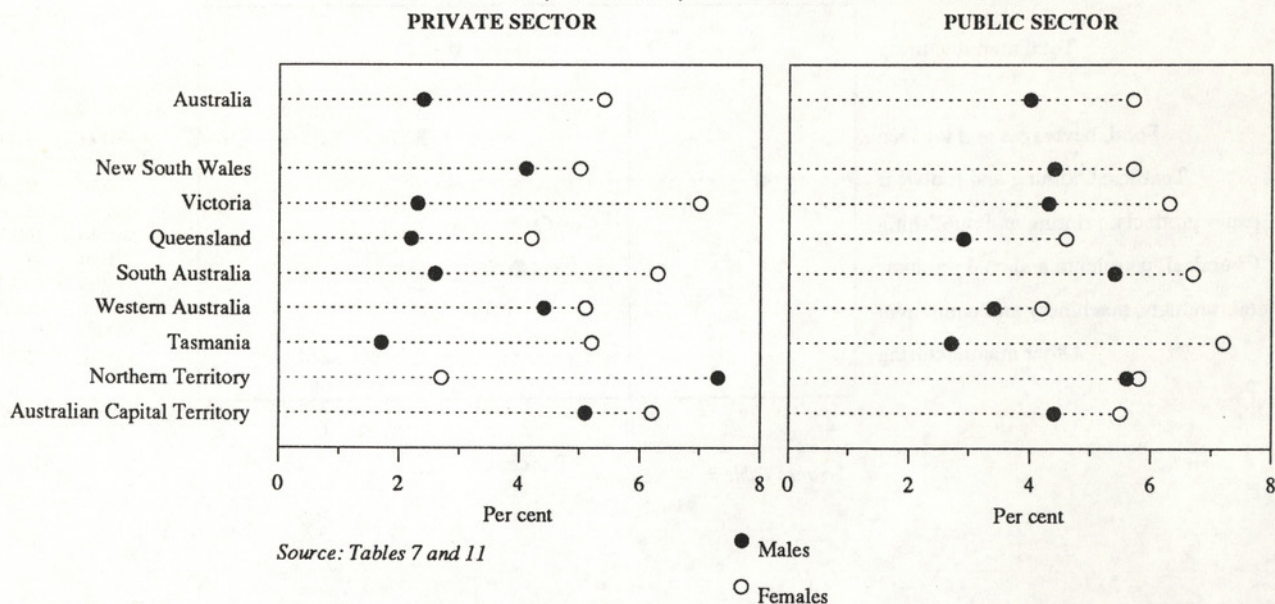


Diagram 4 presents a comparison of the percentage change in average weekly total earnings of full-time adult male and female employees in the private and public sectors by State for the year to November 1991:

- the annual percentage change for all persons in all sectors is 3.4 per cent, for the private sector 2.9 per cent and 4.5 per cent for the public sector.

- average weekly total earnings have grown at a higher rate for full-time adult female employees than for full-time adult males in the public sector in all States and Territories.
- average weekly total earnings have grown at a higher rate in the private sector in all States and Territories except for the Northern Territory.

DIAGRAM 4: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT EMPLOYEES, BY SECTOR, NOVEMBER 1990 TO NOVEMBER 1991





# ALL EMPLOYEES (PRIVATE AND PUBLIC SECTORS)

TABLE 1. ALL EMPLOYEES: AVERAGE WEEKLY TOTAL EARNINGS,  
INDUSTRIES, AUSTRALIA, NOVEMBER 1991  
(dollars)

Industry	Full-time employees								
	Adults			Juniors			All employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	958.00	606.50	930.90	548.40	420.70	531.10	940.60	508.00	896.60
Manufacturing	626.40	470.00	590.20	311.70	295.60	308.90	593.40	408.30	543.70
Food, beverages and tobacco	620.10	498.50	587.90	351.80	307.80	341.90	586.20	398.30	525.30
Textiles; Clothing and footwear	536.30	387.00	450.80	272.10	294.40	284.40	505.60	364.20	423.40
Paper, paper products, printing and publishing	643.80	490.30	603.90	296.30	299.50	297.20	602.40	412.30	541.40
Chemical, petroleum, and coal products	733.60	546.00	687.20	329.50	355.20	336.30	715.00	493.30	652.10
Metal products, machinery and equipment	632.70	472.70	608.10	319.30	306.90	317.90	609.70	424.30	577.10
Basic metal products	745.70	557.90	731.20	366.20	299.60	359.10	725.10	494.30	704.20
Fabricated metal products; Other machinery and equipment	588.50	462.20	566.30	305.30	308.80	305.70	567.50	412.40	536.40
Transport equipment	626.70	464.20	599.40	318.60	306.60	317.90	602.10	426.80	569.40
Other manufacturing	587.80	466.00	563.30	299.60	251.30	295.30	538.10	403.30	506.60
Electricity, gas and water	672.90	536.50	658.90	351.90	346.00	350.80	658.60	488.60	638.20
Construction	659.10	472.30	635.20	317.30	262.70	312.60	619.70	351.10	564.60
Wholesale and retail trade	566.00	451.50	528.80	275.40	290.50	281.60	468.00	299.50	392.30
Wholesale trade	591.50	479.70	562.50	267.30	316.90	293.10	561.10	413.00	515.40
Retail trade	539.10	434.80	499.20	276.90	281.90	278.80	401.20	265.80	331.00
Transport and storage	646.30	563.00	633.10	328.90	328.80	328.80	612.00	484.30	588.70
Communication	637.70	514.70	608.50	427.10	335.10	387.00	628.90	475.90	587.40
Finance, property and business services	752.30	532.40	657.40	348.30	324.50	331.50	703.50	433.40	565.30
Public administration and defence	627.30	553.50	602.70	328.10	318.60	322.80	601.40	466.10	548.50
Community services	705.90	587.20	639.30	341.40	295.10	307.20	629.20	443.90	505.20
Recreation, personal and other services	568.40	469.90	527.00	281.00	230.80	239.70	410.50	270.30	327.60
<b>Total all industries</b>	<b>654.20</b>	<b>527.40</b>	<b>610.70</b>	<b>307.80</b>	<b>291.80</b>	<b>300.40</b>	<b>589.70</b>	<b>393.20</b>	<b>501.30</b>

TABLE 2. ALL EMPLOYEES: AVERAGE WEEKLY TOTAL EARNINGS,  
STATES AND TERRITORIES, NOVEMBER 1991  
(dollars)

State or Territory	Full-time employees								
	Adults			Juniors			All employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	677.00	537.00	628.90	303.80	289.30	298.20	601.70	398.70	512.00
Victoria	648.60	536.50	610.20	319.30	316.10	317.70	596.50	409.90	512.00
Queensland	616.00	490.00	573.10	295.30	280.80	288.00	555.30	361.60	469.20
South Australia	626.00	531.20	596.00	286.50	303.50	293.00	565.90	381.90	481.70
Western Australia	669.80	515.60	615.40	344.80	271.00	304.70	597.30	374.30	493.30
Tasmania	605.20	500.10	571.30	292.40	274.70	284.20	548.60	373.50	468.10
Northern Territory	700.10	539.30	634.90	286.50	280.70	283.90	633.30	443.30	546.10
Australian Capital Territory	730.60	582.40	672.00	352.80	280.60	317.80	657.30	449.30	557.30
<b>Australia</b>	<b>654.20</b>	<b>527.40</b>	<b>610.70</b>	<b>307.80</b>	<b>291.80</b>	<b>300.40</b>	<b>589.70</b>	<b>393.20</b>	<b>501.30</b>



**TABLE 3. FULL-TIME ADULT EMPLOYEES: AVERAGE WEEKLY ORDINARY TIME, OVERTIME AND TOTAL EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1991**  
(dollars)

Industry	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
Mining	822.00	136.00	958.00	579.90	26.60	606.50	803.40	127.50	930.90
Manufacturing	555.60	70.80	626.40	436.10	33.90	470.00	528.00	62.30	590.20
Food, beverages and tobacco	523.90	96.10	620.10	437.50	61.00	498.50	501.10	86.80	587.90
Textiles; Clothing and footwear	487.90	48.40	536.30	373.80	13.20	387.00	422.60	28.20	450.80
Paper, paper products, printing and publishing	585.60	58.20	643.80	469.60	20.80	490.30	555.40	48.50	603.90
Chemical, petroleum, and coal products	657.80	75.80	733.60	513.50	32.50	546.00	622.10	65.10	687.20
Metal products, machinery and equipment	565.00	67.60	632.70	445.90	26.80	472.70	546.70	61.40	608.10
Basic metal products	640.50	105.20	745.70	520.10	37.80	557.90	631.10	100.00	731.20
Fabricated metal products; Other machinery and equipment	531.80	56.80	588.50	439.00	23.20	462.20	515.40	50.90	566.30
Transport equipment	570.20	56.60	626.70	433.10	*31.10	464.20	547.10	52.30	599.40
Other manufacturing	526.80	61.00	587.80	425.70	40.30	466.00	506.40	56.80	563.30
Electricity, gas and water	631.40	41.50	672.90	521.00	15.50	536.50	620.10	38.90	658.90
Construction	595.80	63.30	659.10	463.00	*9.30	472.30	578.80	56.40	635.20
Wholesale and retail trade	541.60	24.30	566.00	440.90	10.60	451.50	509.00	19.90	528.80
Wholesale trade	557.00	34.50	591.50	469.10	10.50	479.70	534.20	28.30	562.50
Retail trade	525.40	13.60	539.10	424.10	10.70	434.80	486.70	12.50	499.20
Transport and storage	578.40	67.90	646.30	531.40	31.60	563.00	571.00	62.10	633.10
Communication	603.80	33.90	637.70	476.20	38.50	514.70	573.50	35.00	608.50
Finance, property and business services	737.20	15.00	752.30	524.10	8.30	532.40	645.20	12.10	657.40
Public administration and defence	604.00	23.20	627.30	544.90	8.50	553.50	584.40	18.30	602.70
Community services	688.70	17.20	705.90	581.10	6.10	587.20	628.40	11.00	639.30
Recreation, personal and other services	552.80	15.60	568.40	461.20	8.70	469.90	514.40	12.70	527.00
<b>Total all industries</b>	<b>612.20</b>	<b>42.00</b>	<b>654.20</b>	<b>514.80</b>	<b>12.60</b>	<b>527.40</b>	<b>578.80</b>	<b>31.90</b>	<b>610.70</b>

**TABLE 4. FULL-TIME ADULT EMPLOYEES: AVERAGE WEEKLY ORDINARY TIME, OVERTIME AND TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1991**  
(dollars)

State or Territory	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
New South Wales	631.30	45.70	677.00	523.80	13.20	537.00	594.40	34.50	628.90
Victoria	610.80	37.80	648.60	521.30	15.20	536.50	580.20	30.00	610.20
Queensland	574.50	41.50	616.00	480.00	10.00	490.00	542.40	30.70	573.10
South Australia	587.10	38.90	626.00	519.80	11.40	531.20	565.80	30.20	596.00
Western Australia	620.90	48.90	669.80	503.80	11.80	515.60	579.70	35.70	615.40
Tasmania	572.40	32.80	605.20	494.60	5.50	500.10	547.30	24.00	571.30
Northern Territory	640.30	59.80	700.10	530.30	9.00	539.30	595.70	39.20	634.90
Australian Capital Territory	703.90	26.70	730.60	575.70	6.70	582.40	653.20	18.80	672.00
<b>Australia</b>	<b>612.20</b>	<b>42.00</b>	<b>654.20</b>	<b>514.80</b>	<b>12.60</b>	<b>527.40</b>	<b>578.80</b>	<b>31.90</b>	<b>610.70</b>

**TABLE 5. PART-TIME ADULT EMPLOYEES: AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1991**  
(dollars)

State or Territory	Males	Females	Persons
New South Wales	251.10	245.40	246.90
Victoria	257.60	269.40	267.10
Queensland	281.50	222.80	237.00
South Australia	292.80	270.30	274.10
Western Australia	243.10	233.30	235.30
Tasmania	269.80	269.40	269.50
Northern Territory	289.20	252.70	264.50
Australian Capital Territory	258.30	275.30	271.10
<b>Australia</b>	<b>260.50</b>	<b>251.20</b>	<b>253.30</b>



## EMPLOYEES IN THE PRIVATE SECTOR

TABLE 6. ALL EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY TOTAL EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1991 (dollars)

Industry	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
Mining	957.80	606.00	929.50	548.70	424.40	531.50	940.10	507.00	894.10
Manufacturing	627.20	469.00	590.50	310.80	295.00	308.00	594.10	406.80	543.50
Food, beverages and tobacco	620.20	496.10	587.10	352.10	306.00	341.70	587.30	396.10	524.80
Textiles; Clothing and footwear	535.30	386.50	450.60	271.90	294.10	284.20	504.60	363.40	422.90
Paper, paper products, printing and publishing	646.20	491.10	606.10	295.70	299.40	296.60	603.50	411.20	541.80
Chemical, petroleum, and coal products	739.80	546.90	692.90	307.20	353.60	321.30	721.30	491.50	656.40
Metal products, machinery and equipment	633.80	471.50	608.60	319.20	306.90	317.80	610.80	422.70	577.30
Basic metal products	745.80	557.40	731.20	366.20	299.60	359.10	725.20	493.50	704.30
Fabricated metal products; Other machinery and equipment	588.10	460.90	565.70	304.40	309.10	305.00	567.20	410.90	535.70
Transport equipment	630.30	462.40	600.70	319.00	305.40	318.00	605.10	424.70	569.70
Other manufacturing	587.80	466.00	563.20	299.30	251.30	295.10	537.80	403.30	506.20
Electricity, gas and water	667.90	491.90	635.70	347.10	388.30	359.10	648.00	421.80	598.70
Construction	663.90	456.90	638.80	314.20	261.50	310.60	619.40	337.80	561.70
Wholesale and retail trade	565.80	451.20	528.60	275.40	290.50	281.50	467.60	299.20	391.90
Wholesale trade	591.10	479.00	562.10	267.30	316.90	293.10	560.70	412.30	515.00
Retail trade	539.20	434.70	499.20	276.90	281.90	278.80	401.10	265.80	330.80
Transport and storage	646.10	510.10	618.90	307.00	326.70	316.00	585.80	418.90	547.20
Communication	731.10	559.90	683.70	307.00	286.70	291.40	673.70	383.90	555.80
Finance, property and business services	762.50	537.20	666.90	347.60	318.90	327.10	712.20	436.50	573.70
Community services	650.10	551.10	587.50	340.50	270.50	285.60	537.60	374.90	411.60
Recreation, personal and other services	551.00	454.90	510.50	277.40	229.00	237.20	392.90	260.90	314.30
<b>Total all industries</b>	<b>645.60</b>	<b>495.00</b>	<b>596.80</b>	<b>301.10</b>	<b>283.90</b>	<b>293.30</b>	<b>568.80</b>	<b>353.20</b>	<b>472.20</b>

TABLE 7. ALL EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1991 (dollars)

State or Territory	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
New South Wales	676.90	511.70	623.20	295.90	279.40	289.80	587.70	361.50	488.20
Victoria	632.10	505.50	590.80	312.10	311.10	311.60	573.70	376.80	485.90
Queensland	608.90	451.10	558.00	291.00	275.80	283.30	536.70	319.40	438.20
South Australia	602.80	483.40	567.70	278.30	288.30	281.80	529.40	334.80	440.90
Western Australia	672.90	494.40	613.10	343.70	260.30	297.60	578.10	337.40	465.80
Tasmania	576.00	438.20	536.40	284.90	266.40	276.20	511.40	320.30	426.70
Northern Territory	685.50	461.50	606.70	278.00	266.80	273.10	595.40	362.00	494.10
Australian Capital Territory	660.30	494.40	605.20	351.60	242.00	301.40	541.70	317.50	431.40
<b>Australia</b>	<b>645.60</b>	<b>495.00</b>	<b>596.80</b>	<b>301.10</b>	<b>283.90</b>	<b>293.30</b>	<b>568.80</b>	<b>353.20</b>	<b>472.20</b>



**TABLE 8. FULL-TIME ADULT EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY ORDINARY TIME, OVERTIME AND TOTAL EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1991**  
(dollars)

Industry	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
Mining	822.20	135.60	957.80	579.80	26.20	606.00	802.70	126.80	929.50
Manufacturing	556.10	71.10	627.20	435.50	33.50	469.00	528.10	62.40	590.50
Food, beverages and tobacco	524.50	95.70	620.20	436.30	59.80	496.10	501.00	86.10	587.10
Textiles; Clothing and footwear	486.90	48.50	535.30	373.60	12.90	386.50	422.40	28.20	450.60
Paper, paper products, printing and publishing	587.70	58.60	646.20	470.00	21.10	491.10	557.20	48.90	606.10
Chemical, petroleum, and coal products	664.20	75.60	739.80	517.90	29.10	546.90	628.60	64.30	692.90
Metal products, machinery and equipment	565.10	68.60	633.80	444.70	26.80	471.50	546.40	62.10	608.60
Basic metal products	640.50	105.30	745.80	520.00	37.40	557.40	631.20	100.00	731.20
Fabricated metal products; Other machinery and equipment	531.20	56.90	588.10	437.90	23.10	460.90	514.70	51.00	565.70
Transport equipment	571.10	59.20	630.30	430.60	*31.80	462.40	546.30	54.40	600.70
Other manufacturing	526.90	60.90	587.80	425.70	40.30	466.00	506.50	56.70	563.20
Electricity, gas and water	619.80	48.20	667.90	487.80	4.10	491.90	595.60	40.10	635.70
Construction	593.70	70.10	663.90	447.20	*9.60	456.90	576.00	62.80	638.80
Wholesale and retail trade	541.40	24.30	565.80	440.60	10.60	451.20	508.70	19.90	528.60
Wholesale trade	556.50	34.60	591.10	468.50	10.50	479.00	533.80	28.40	562.10
Retail trade	525.60	13.60	539.20	424.10	10.70	434.70	486.80	12.50	499.20
Transport and storage	561.40	84.70	646.10	487.70	22.40	510.10	546.70	72.20	618.90
Communication	694.30	36.80	731.10	546.60	13.30	559.90	653.40	30.30	683.70
Finance, property and business services	746.90	*15.60	762.50	528.60	8.60	537.20	654.20	12.70	666.90
Community services	641.80	*8.30	650.10	545.90	5.20	551.10	581.20	6.30	587.50
Recreation, personal and other services	536.10	14.80	551.00	446.20	*8.70	454.90	498.20	12.20	510.50
<b>Total all industries</b>	<b>598.00</b>	<b>47.60</b>	<b>645.60</b>	<b>481.00</b>	<b>14.00</b>	<b>495.00</b>	<b>560.10</b>	<b>36.70</b>	<b>596.80</b>

**TABLE 9. FULL-TIME ADULT EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY ORDINARY TIME, OVERTIME AND TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1991**  
(dollars)

State or Territory	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
New South Wales	626.30	50.70	676.90	497.70	14.00	511.70	584.50	38.80	623.20
Victoria	591.00	41.10	632.10	488.90	16.70	505.50	557.70	33.10	590.80
Queensland	560.90	48.00	608.90	441.10	10.00	451.10	522.30	35.80	558.00
South Australia	557.40	45.30	602.80	468.80	*14.60	483.40	531.40	36.30	567.70
Western Australia	613.00	59.90	672.90	479.60	*14.90	494.40	568.30	44.80	613.10
Tasmania	536.00	40.00	576.00	432.10	6.10	438.20	506.10	30.20	536.40
Northern Territory	604.60	80.90	685.50	453.40	*8.10	461.50	551.40	55.30	606.70
Australian Capital Territory	629.70	30.60	660.30	487.80	*6.60	494.40	582.50	22.60	605.20
<b>Australia</b>	<b>598.00</b>	<b>47.60</b>	<b>645.60</b>	<b>481.00</b>	<b>14.00</b>	<b>495.00</b>	<b>560.10</b>	<b>36.70</b>	<b>596.80</b>

**TABLE 10. PART-TIME ADULT EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1991**  
(dollars)

State or Territory	Males	Females	Persons
New South Wales	251.20	233.30	238.10
Victoria	242.70	253.40	251.20
Queensland	280.40	218.60	232.80
South Australia	287.50	257.50	262.60
Western Australia	217.20	217.90	217.80
Tasmania	259.40	245.90	248.80
Northern Territory	293.50	257.40	270.00
Australian Capital Territory	240.70	239.00	239.50
<b>Australia</b>	<b>253.50</b>	<b>237.70</b>	<b>241.30</b>



## EMPLOYEES IN THE PUBLIC SECTOR

**TABLE 11. ALL EMPLOYEES IN THE PUBLIC SECTOR: AVERAGE WEEKLY TOTAL EARNINGS,  
STATES AND TERRITORIES, NOVEMBER 1991**  
(dollars)

State or Territory	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
New South Wales	674.50	584.30	640.00	362.20	334.00	348.30	637.10	496.50	574.40
Victoria	692.40	601.70	657.90	361.90	352.90	357.90	662.00	496.70	584.20
Queensland	628.40	552.50	600.10	327.70	317.60	322.50	596.00	470.20	542.60
South Australia	663.50	592.10	638.50	339.50	351.80	345.90	633.50	467.80	556.90
Western Australia	664.70	547.50	620.00	350.70	343.80	347.30	638.90	453.90	552.80
Tasmania	639.00	567.00	613.00	335.30	326.10	331.20	606.60	456.10	535.30
Northern Territory	720.30	606.30	667.00	352.20	339.40	344.70	696.60	548.90	623.30
Australian Capital Territory	774.90	619.30	708.00	355.70	347.10	351.10	753.80	569.10	666.80
<b>Australia</b>	<b>672.90</b>	<b>581.80</b>	<b>638.20</b>	<b>351.70</b>	<b>337.20</b>	<b>344.70</b>	<b>640.40</b>	<b>487.90</b>	<b>571.10</b>

**TABLE 12. FULL-TIME ADULT EMPLOYEES IN THE PUBLIC SECTOR: AVERAGE WEEKLY ORDINARY TIME,  
OVERTIME AND TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1991**  
(dollars)

State or Territory	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
New South Wales	640.60	33.90	674.50	572.80	11.50	584.30	614.70	25.30	640.00
Victoria	663.90	28.50	692.40	589.60	12.00	601.70	635.60	22.20	657.90
Queensland	600.10	28.40	628.40	542.70	9.90	552.50	578.60	21.50	600.10
South Australia	635.20	28.30	663.50	584.80	7.30	592.10	617.60	20.90	638.50
Western Australia	635.70	29.00	664.70	540.10	7.30	547.50	599.20	20.80	620.00
Tasmania	616.80	22.20	639.00	561.70	5.30	567.00	596.90	16.10	613.00
Northern Territory	689.90	30.40	720.30	596.50	9.70	606.30	646.30	20.80	667.00
Australian Capital Territory	750.70	24.20	774.90	612.40	6.90	619.30	691.20	16.80	708.00
<b>Australia</b>	<b>642.90</b>	<b>30.00</b>	<b>672.90</b>	<b>571.60</b>	<b>10.20</b>	<b>581.80</b>	<b>615.80</b>	<b>22.40</b>	<b>638.20</b>

**TABLE 13. PART-TIME ADULT EMPLOYEES IN THE PUBLIC SECTOR:  
AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1991**  
(dollars)

State or Territory	Males	Females	Persons
New South Wales	250.80	291.20	281.20
Victoria	311.30	314.60	314.10
Queensland	285.10	240.60	253.30
South Australia	304.90	297.60	298.80
Western Australia	335.00	272.90	283.30
Tasmania	296.00	311.50	309.00
Northern Territory	265.60	238.60	244.70
Australian Capital Territory	335.80	364.20	359.30
<b>Australia</b>	<b>285.80</b>	<b>293.30</b>	<b>291.80</b>



## EXPLANATORY NOTES

### Introduction

This publication contains estimates of average weekly earnings for the week ending 15 November 1991 based on information obtained from sample surveys of employers.

2. Background information about the average weekly earnings series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are available on request.

3. Preliminary estimates of average weekly earnings for full-time adult employees, classified by industry, for November 1991 were provided in *Average Weekly Earnings, States and Australia*, (6302.0) published on 26 March 1992.

### Scope of the survey

4. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

5. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses; and
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

### Survey design

6. A sample of approximately 4,800 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to reflect changes in the ABS register of business units. These changes arise from the emergence of new businesses, takeovers and mergers, changes to industry classification, changes in the number of employees, and businesses which have ceased operations. Such updating of the register can contribute to changes in the estimates of average weekly earnings.

7. The ABS has introduced new definitions and rules for recording units on the register with greater emphasis

being given to the way organisations are structured and the type of data available from businesses' accounts. These changes should reduce respondent load and lead to improved data quality. In order to correctly apply these new rules, the ABS introduced a program of visits to the largest private and public sector organisations in Australia to obtain up to date information on their structure and operations. The outcome of these visits and the adoption of new units definitions may result in changes over time in the survey estimates, as outlined in paragraph 6 above.

8. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, public/private, industry and size of employment and an equal probability sample is selected from each stratum.

### Historical series

9. The current series was introduced in August 1981 when it replaced the average weekly earnings series based principally on information from payroll tax returns. In November each year more detailed dissections of earnings and information on hours paid for are collected in the survey. This information is similar to that collected in the Survey of Earnings and Hours introduced in September 1960 and conducted in October each year from 1961 to 1980. However, significant differences, particularly in the coverage of the sample framework, exist between the October surveys series and the new average weekly earnings series (see paragraph 2 above).

10. When comparing the estimates in this publication with those of October 1981 and November 1982 to 1983, it is important to keep in mind the stages of development of the sample survey on which these figures are based (see paragraph 2). In particular, note that estimates produced from the 1983 survey were adjusted before publication to maintain consistency with the figures produced from a new sample which represented the final stage of development of the survey. More details of this adjustment can be found in the Explanatory Notes of *Average Earnings and Hours of Employees, Australia, November 1983* (6304.0) and in *Average Weekly Earnings, Australia, 1941-1990* (6350.0).

### Industry classification

11. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 - The Classification* (1201.0). The following table shows details of the ASIC industries used in the survey.



ASIC code		
Division	Sub-Division	Title
B		Mining
C		Manufacturing
	21	Food, beverages and tobacco
	23,24	Textiles; Clothing and footwear
	26	Paper, paper products, printing and publishing
	27	Chemical, petroleum and coal products
	29	Basic metal products
	31,33	Fabricated metal products; Other machinery and equipment
	32	Transport equipment
	25,28,34	Other manufacturing(a)
D		Electricity, gas and water
E		Construction
F		Wholesale and retail trade
	47	Wholesale trade
	48	Retail trade
G		Transport and storage
H		Communication
I		Finance, property and business services
J		Public administration and defence(b)
K		Community services
L		Recreation, personal and other services(c)

(a) Includes wood, wood products and furniture (subdivision 25); glass, clay and other non-metallic mineral products (subdivision 28); leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34). (b) Excludes permanent defence forces. (c) Excludes private households employing staff (subdivision 94).

NOTE: Division A (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

### Comparability of results

12. When comparisons are made between period to period movements in Average Weekly Ordinary Time Earnings (AWOTE) for full-time adults and movements in the Award Rates of Pay Indexes (ARPI) it is important to recognise the different coverage, scope, definitions and methodology used in the construction of each series. In particular, the AWOTE series includes a number of payments additional to award rates of pay used in compiling ARPI. Allowances covered under awards which are not industry or occupation wide in their application such as site, travelling, height and dirt allowances are excluded from ARPI but included in AWOTE. The AWOTE series also includes other payments, such as shift penalty payments and overaward pay. A significant number of employees are not covered by awards but are included in AWOTE. The AWOTE series is affected by compositional change in the labour force. However ARPI is not, because it is a fixed-weight index constructed from a representative 'basket' of occupations selected from the May 1985 Survey of Employee Earnings and Hours and subject to reselection and rebasing at infrequent intervals. Other factors affecting comparisons of the two series include seasonal influences on earnings and differences between the two series in the treatment of retrospective pay in-

creases. A detailed description of the methodology, scope and definitions used in ARPI is published in *Award Rates of Pay Indexes, Australia* (6312.0).

13. It is also important to recognise that whilst average employee earnings can be derived from the Survey of Employment and Earnings (SEE) published in *Employed Wage and Salary Earners, Australia* (6248.0), these average earnings will not be comparable with those produced from the Survey of Average Weekly Earnings (AWE). In the AWE survey, information is obtained relating to a specified pay period, the last pay period ending on or before the third Friday of the middle month of the calendar quarter. The SEE collects the sum of employee earnings paid in *all* pay periods ending in a calendar quarter including payments to employees which are excluded from the scope of the AWE survey such as retrospective pay, pay in advance, leave loadings and severance, termination and redundancy payments. Whilst the quarterly earnings produced by the SEE are affected by the varying number of pay periods from quarter to quarter the AWE results are unaffected because of the selection of a specified pay period in the middle of a quarter. The SEE earnings data are also more subject to seasonal variations, particularly in the December and March quarters, due to the incidence of holidays taken in January being paid in advance and the earnings being reported in December quarter figures.

### Reliability of estimates

14. For information on the reliability of estimates refer to the Technical Notes.

### Related publications

15. Users may also wish to refer to the following publications which are available on request:

*Average Weekly Earnings, Australia, Preliminary* (6301.0) and *Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly

*Distribution and Composition of Employee Earnings and Hours, Australia, Preliminary* (6305.0) and the more detailed publication (6306.0) — issued annually

*Weekly Earnings of Employees (Distribution), Australia, (Preliminary)* (6309.0) and the more detailed publication (6310.0) — issued annually

*Job Vacancies and Overtime, Australia* (6354.0) — issued quarterly

*Employed Wage and Salary Earners, Australia* (6248.0) — issued quarterly

*Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0)

*Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurement and Usage*

*Award Rates of Pay Indexes, Australia* (6312.0) — issued monthly

*Average Weekly Earnings, Australia, 1941-1990* (6350.0) — issued February 1992

*The Labour Force, Australia* (6203.0) — issued monthly.



16. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

#### Other published statistics

17. The annual publication *Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0) is the main source of detailed information on the distribution and composition of employee earnings and hours classified by variables such as occupation, industry, state, sector, sex and employee category.

#### Unpublished statistics

18. Industry data is available from *Average Weekly Earnings, Preliminary* (6301.0) and *Average Weekly*

*Earnings, States and Australia* (6302.0) on a quarterly basis from unpublished sources if requested.

19. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, floppy disk, computer printout or clerically extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to the contact officer or to Information Services in the nearest ABS office.

#### Symbols and other usages

- \* relative standard error greater than or equal to 25 per cent. See Appendix A: Technical Notes.

20. The estimates of average weekly earnings are rounded to the nearest 10 cents.



**APPENDIX A:**  
**TECHNICAL NOTES**  
**RELIABILITY OF ESTIMATES**

**Introduction**

As the estimates in this publication are based on information relating to a sample of employers rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing. An asterisk appears against estimates in this publication where the sampling variability is considered too high for most practical uses (that is, a relative standard error equal to or greater than 25 per cent of the estimate - see paragraph 3 below).

**Reliability of estimates**

2. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error* which indicates the degree to which an estimate may vary from the

value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

3. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. As it is not practicable to include the standard errors of all estimates in this publication, the following tables have been provided to give an indication of the magnitude of relative standard errors.

4. An example of the use of a standard error is as follows. If the estimated average earnings was \$500.00 with a standard error of \$4.00, then there would be about two chances in three that a full enumeration would have given an estimate in the range \$496.00 to \$504.00 and about nineteen chances in twenty that it would be in the range \$492.00 to \$508.00.

5. Approximate relative standard errors associated with the tables in this publication are shown in the following Tables A-F.



**TABLE A. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS:  
FULL-TIME ADULT EMPLOYEES, STATES AND AUSTRALIA,  
NOVEMBER 1991  
(per cent)**

State or Territory	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
PRIVATE SECTOR									
New South Wales	1.8	7.1	1.7	1.8	10.1	1.7	1.6	6.8	1.5
Victoria	1.7	11.2	1.5	2.0	19.6	1.8	1.6	11.9	1.4
Queensland	1.7	11.2	1.9	1.2	16.0	1.2	1.4	10.8	1.5
South Australia	2.2	20.0	2.4	3.0	33.2	2.8	1.8	18.5	2.1
Western Australia	2.3	10.5	2.2	3.5	27.3	3.4	2.3	11.3	2.1
Tasmania	0.9	7.1	0.9	1.5	12.3	1.5	1.0	6.6	1.0
Northern Territory	2.1	23.5	3.4	3.1	27.2	3.2	2.4	24.6	3.7
Australian Capital Territory	7.0	23.3	7.1	2.1	25.1	2.0	5.6	24.0	5.8
<b>Australia</b>	<b>0.9</b>	<b>4.7</b>	<b>0.9</b>	<b>1.0</b>	<b>8.8</b>	<b>0.9</b>	<b>0.8</b>	<b>4.7</b>	<b>0.8</b>
PUBLIC SECTOR									
New South Wales	0.5	1.4	0.5	0.3	2.0	0.3	0.4	1.6	0.4
Victoria	0.4	1.8	0.4	0.5	5.4	0.4	0.3	2.7	0.3
Queensland	1.0	5.1	0.9	0.3	5.4	0.3	0.7	4.2	0.6
South Australia	0.2	4.8	0.3	0.2	2.5	0.2	0.2	4.6	0.3
Western Australia	0.7	4.2	0.7	0.5	5.0	0.5	0.5	4.4	0.5
Tasmania	0.9	7.8	1.1	0.7	17.7	0.7	0.7	9.4	0.8
Northern Territory	0.9	6.6	0.8	0.2	1.3	0.2	0.5	5.8	0.5
Australian Capital Territory	0.4	2.0	0.3	0.4	2.4	0.4	0.4	2.0	0.3
<b>Australia</b>	<b>0.3</b>	<b>1.2</b>	<b>0.2</b>	<b>0.2</b>	<b>1.9</b>	<b>0.2</b>	<b>0.2</b>	<b>1.2</b>	<b>0.2</b>
TOTAL									
New South Wales	1.3	5.5	1.2	1.1	7.0	1.0	1.1	5.2	1.0
Victoria	1.2	8.9	1.1	1.3	14.7	1.2	1.1	9.4	1.0
Queensland	1.2	8.7	1.3	0.8	10.1	0.8	0.9	8.1	1.0
South Australia	1.3	14.7	1.5	1.7	24.7	1.5	1.0	13.4	1.2
Western Australia	1.5	8.0	1.4	1.8	21.0	1.8	1.4	8.6	1.3
Tasmania	0.7	5.3	0.7	1.2	10.5	1.2	0.6	5.3	0.7
Northern Territory	1.3	19.7	1.9	1.7	11.3	1.8	1.3	19.2	1.9
Australian Capital Territory	2.1	10.9	2.2	0.8	7.4	0.8	1.6	10.7	1.6
<b>Australia</b>	<b>0.6</b>	<b>3.6</b>	<b>0.6</b>	<b>0.6</b>	<b>6.2</b>	<b>0.6</b>	<b>0.5</b>	<b>3.6</b>	<b>0.5</b>

**TABLE B. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS:  
FULL-TIME JUNIOR EMPLOYEES, STATES AND AUSTRALIA,  
NOVEMBER 1991  
(per cent)**

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
PRIVATE SECTOR									
Males	3.5	3.2	2.3	4.9	3.8	3.2	6.5	12.5	1.7
Females	2.4	4.1	3.9	2.7	5.1	2.8	4.3	7.8	2.0
Persons	2.4	2.6	2.3	3.5	4.5	2.4	5.2	11.1	1.3
PUBLIC SECTOR									
Males	0.4	0.8	1.3	0.1	0.4	1.4	0.2	0.5	0.3
Females	0.8	0.5	2.6	1.0	0.9	1.0	1.7	0.9	0.7
Persons	0.5	0.5	1.5	0.6	0.6	0.9	1.0	0.4	0.4
TOTAL									
Males	3.1	2.7	2.1	4.6	3.2	2.8	6.3	8.7	1.5
Females	2.1	3.5	3.5	2.2	4.9	2.4	4.3	5.2	1.7
Persons	2.2	2.2	2.1	3.2	4.0	2.1	5.0	6.7	1.1



**TABLE C. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS:  
PART-TIME ADULT EMPLOYEES, STATES AND AUSTRALIA,  
NOVEMBER 1991  
(per cent)**

	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Aust.</i>
<b>PRIVATE SECTOR</b>									
Males	6.0	8.7	5.2	6.1	12.2	12.6	7.3	5.9	3.4
Females	3.2	3.6	4.1	5.0	4.0	3.8	5.3	4.3	1.8
Persons	3.4	3.7	3.5	4.3	4.3	4.8	5.0	3.6	1.8
<b>PUBLIC SECTOR</b>									
Males	0.8	5.6	8.0	1.5	1.1	2.4	8.6	5.7	1.9
Females	0.5	2.0	1.5	0.9	0.5	1.1	2.2	0.3	0.6
Persons	0.4	2.1	2.7	0.9	0.6	1.1	3.4	1.0	0.7
<b>TOTAL</b>									
Males	4.8	6.7	4.4	4.3	8.7	8.7	6.4	5.5	2.7
Females	2.5	2.6	3.3	3.2	2.8	2.5	4.1	3.0	1.3
Persons	2.7	2.7	2.9	2.8	3.0	3.1	4.1	3.0	1.3

**TABLE D. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS:  
ALL EMPLOYEES, STATES AND AUSTRALIA,  
NOVEMBER 1991  
(per cent)**

	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Aust.</i>
<b>PRIVATE SECTOR</b>									
Males	2.0	1.7	2.0	3.1	3.1	1.6	3.9	8.8	1.0
Females	2.2	2.5	2.8	3.5	5.3	2.4	3.0	5.0	1.3
Persons	2.0	1.9	2.1	2.7	3.6	2.0	3.8	7.5	1.0
<b>PUBLIC SECTOR</b>									
Males	0.5	0.6	1.2	0.5	0.7	1.3	0.9	0.4	0.3
Females	0.3	1.1	0.6	0.5	0.7	1.5	0.8	0.4	0.3
Persons	0.4	0.8	0.9	0.5	0.6	1.8	0.8	0.4	0.3
<b>TOTAL</b>									
Males	1.4	1.3	1.4	1.9	2.0	1.2	2.2	3.1	0.7
Females	1.5	1.7	2.0	2.0	3.1	1.7	1.9	2.6	0.8
Persons	1.4	1.3	1.5	1.7	2.2	1.3	2.2	2.8	0.7



TABLE E. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS:  
FULL-TIME ADULT EMPLOYEES, INDUSTRIES, AUSTRALIA,  
NOVEMBER 1991  
(per cent)

Industry	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
Mining	1.7	4.2	1.8	1.7	8.8	1.8	1.7	4.6	1.8
Manufacturing	0.8	4.7	0.7	1.3	12.9	1.2	0.9	5.3	0.7
Food, beverages and tobacco	2.1	10.1	0.9	2.6	19.0	0.9	2.4	11.2	1.0
Textiles; Clothing and footwear	1.8	22.4	3.0	2.6	17.8	2.6	2.3	20.3	3.1
Paper, paper products, printing and publishing	1.4	10.0	1.6	2.5	14.1	2.3	1.4	10.4	1.6
Chemical, petroleum, and coal products	3.2	6.6	2.8	3.7	14.0	3.6	2.9	6.6	2.5
Metal products, machinery and equipment	1.0	5.7	1.0	2.2	18.8	2.0	1.0	6.0	1.0
Basic metal products	1.0	4.6	1.1	2.6	12.7	2.4	1.1	4.7	1.3
Fabricated metal products; Other machinery and equipment	1.7	11.4	1.7	3.0	20.1	3.0	1.7	11.9	1.7
Transport equipment	1.8	5.4	1.7	3.1	45.9	1.6	0.8	6.3	1.0
Other manufacturing	1.9	11.1	2.3	2.5	24.5	1.9	2.0	10.3	2.1
Electricity, gas and water	0.1	1.1	0.1	0.2	3.4	0.2	0.1	1.1	0.1
Construction	1.9	14.3	2.1	5.1	29.1	4.9	1.9	14.6	2.2
Wholesale and retail trade	1.5	14.1	1.6	1.3	11.4	1.4	1.3	12.3	1.4
Wholesale trade	2.2	18.3	2.4	2.6	21.0	2.6	2.0	17.0	2.1
Retail trade	2.2	16.6	2.2	1.4	13.3	1.4	1.9	14.4	1.8
Transport and storage	1.3	8.7	1.4	1.8	10.9	1.9	1.2	8.2	1.3
Communication	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Finance, property and business services	3.0	23.8	2.9	1.7	18.4	1.7	2.1	19.8	2.0
Public administration and defence	1.3	5.3	1.2	0.7	6.9	0.7	0.9	5.0	0.9
Community services	1.0	3.8	0.9	0.6	6.4	0.6	0.7	3.9	0.7
Recreation, personal and other services	6.7	15.8	6.6	5.5	24.8	5.3	5.8	16.0	5.7
<b>Total all industries</b>	<b>0.6</b>	<b>3.6</b>	<b>0.6</b>	<b>0.6</b>	<b>6.2</b>	<b>0.6</b>	<b>0.5</b>	<b>3.6</b>	<b>0.5</b>

TABLE F. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS:  
ALL EMPLOYEES, INDUSTRIES, AUSTRALIA,  
NOVEMBER 1991  
(per cent)

Industry	Full-time juniors			All employees		
	Males	Females	Persons	Males	Females	Persons
Mining	1.4	2.5	1.5	1.8	3.7	1.9
Manufacturing	1.7	2.1	1.5	0.7	1.5	0.8
Food, beverages and tobacco	4.5	4.9	3.7	1.3	4.5	1.9
Textiles; Clothing and footwear	3.4	4.6	3.3	3.1	2.8	3.0
Paper, paper products, printing and publishing	5.7	4.4	4.8	1.8	3.3	2.3
Chemical, petroleum, and coal products	4.3	3.8	3.3	2.8	4.7	2.9
Metal products, machinery and equipment	2.0	3.3	1.8	1.0	1.9	1.0
Basic metal products	1.5	3.7	1.5	1.2	2.2	1.4
Fabricated metal products; Other machinery and equipment	3.2	3.7	2.9	1.7	2.6	1.7
Transport equipment	3.4	15.1	3.6	1.7	2.7	1.0
Other manufacturing	3.7	6.4	3.4	2.5	2.8	2.3
Electricity, gas and water	0.3	1.2	0.4	0.1	0.4	0.2
Construction	8.6	7.0	7.6	2.5	4.3	2.5
Wholesale and retail trade	2.3	2.3	1.7	1.8	1.8	1.8
Wholesale trade	8.1	4.1	5.1	2.5	2.8	2.2
Retail trade	2.2	2.4	1.7	2.8	1.9	2.5
Transport and storage	2.1	2.2	1.9	1.7	3.3	1.6
Communication	0.0	0.1	0.1	0.0	0.1	0.1
Finance, property and business services	2.2	2.9	2.2	2.9	2.6	2.5
Public administration and defence	1.2	1.8	1.3	1.4	1.8	1.3
Community services	4.0	3.4	3.7	1.2	1.2	1.1
Recreation, personal and other services	5.2	3.3	3.0	6.3	4.9	5.4
<b>Total all industries</b>	<b>1.5</b>	<b>1.7</b>	<b>1.1</b>	<b>0.7</b>	<b>0.8</b>	<b>0.7</b>



**APPENDIX B:**  
**GENERAL INCREASES IN AWARD WAGES**

The following table gives details of general increases in award wages as a result of recent wage hearings (e.g. indexation cases). More detailed information on wage determination in Australia is contained in *Year Book, Australia* (1301.0). Figures for earlier periods were published in *Labour Statistics, Australia, 1980* (6101.0), and in *Award Rates of Pay Indexes, Australia* (6312.0).

**GENERAL INCREASES IN AWARD WAGES - ADULTS, FEDERAL AND STATE AWARDS, ETC.**

<i>Date operative(a)</i>	<i>Increase</i>	<i>Comments</i>
1985		
4 November	3.8 per cent	National Wage Case increase to all States(b). In Queensland the operative date was 11 November 1985.
1 July	2.3 per cent	National Wage Case increase to all States(c). In Queensland the operative date was 7 July 1986.
1987		
10 March	\$10.00	National Wage Case increase to all States. This is the first tier payment under the two tier wage fixing system. The decision provided for second tier increases, not exceeding 4 per cent of wages and salaries, subject to approval by the Conciliation and Arbitration Commission.
1988		
5 February	\$6.00	National Wage Case increase to all States.
September	3.0 per cent	National Wage Case increase to all States. This is the first part of the increase, which was not to be available before 1 September 1988.
1989		
March	\$10.00	National Wage Case increase to all States. This is the second part of the increase, from the August 1988 National Wage Case, which was not to be available before 1 March 1989.
August	Various	National Wage Case increase to all States. The National Wage Case decision of August 1989 allowed for an increase of \$15.00 (or 3%, whichever is greater) for skilled workers, \$12.50 for semi-skilled workers and \$10.00 for unskilled workers. A second increase of the same amount will be available no earlier than 6 months after the last increase.
1991		
April	2.5 per cent	National Wage Case increase to all States, subject to application to and ratification by the Australian Industrial Relations Commission.

(a) Rates are generally operative from the first pay-period on or after the date shown, except where otherwise indicated in the comments. (b) In Queensland some awards were varied by 3.6 per cent only, while in Victoria and Queensland some awards received no increase in total wages. (c) Some awards received no increase.



## APPENDIX C:

## GLOSSARY

*Adult employees* are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. *Junior employees* are those employees who are not adults as defined.

2. *Average weekly earnings* statistics represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of employment. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the employed wage and salary earners segment of the labour force. There are several aspects which can contribute to compositional changes such as variations in the proportions of part-time, casual and junior employees, variations in the occupational distribution within and across industries and variations in the distribution of employment between industries. Such effects may apply differently in different States, and over time.

3. *Employees* refers to all wage and salary earners (as defined in paragraphs 4 and 5 of the Explanatory Notes) who received pay for any part of the reference period.

4. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week. *Part-time employees* are those who are not *full-time employees* as defined.

5. *Reference period* for the survey refers to the last pay

period ending on or before the third Friday of the middle month of the quarter. The reference date for the survey results presented in this publication was 15 November 1991.

6. *Sector*. Public sector includes local government authorities and all government departments, agencies and authorities created by, or reporting to the Commonwealth and State Parliaments. All remaining employees are classified as private sector.

7. *Weekly ordinary time earnings* refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rates of pay, overaward payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance, termination and redundancy payments and other payments not related to the reference period.

8. *Weekly overtime earnings* refers to payment for hours in excess of award, standard or agreed hours of work.

9. *Weekly total earnings of employees* is equal to weekly ordinary time earnings plus weekly overtime earnings.









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